



# Nurse Corps News

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## Director's Corner



Nurse Corps Colleagues,

I hope these greetings find you merrily gearing up for a joyous holiday season! It is fun to see holiday decorations pop up all around starting with Thanksgiving weekend through the New Year. As always, it is amazing to realize that another year has passed! I often find myself asking, "*Where did the time go?*"

As we enter into the holiday leave period, I urge each and every one of you to take some time to rest, relax, and rejuvenate. In studies regarding the American workforce, employers are finding that employees are not using provided vacation time. You must take care of yourself and each other, and I encourage "*away*" time (try to take a respite away from the blackberry and work email) in order to stay healthy. When you are rundown, you are less productive and patient safety issues can arise. Getting a good night's sleep and taking time off promote rest, which makes people healthier and creates a better workforce. So, enjoy some time off with your friends and family.

For those of you who are deployed, know that you are in our thoughts and prayers. It is challenging to be away from your loved ones during the holidays, and I express my sincere thanks for all that you are doing. Lean upon your deployed family for strength, and incorporate some fun into the routine. Laughter is the best medicine, after all!

Finally, the New Year brings change, and change can be a good thing. 2013 will mark my 32<sup>nd</sup> year as a Navy Nurse (again I ask, "*Where did the time go?*"). With 32 years of active duty service, I will be retiring next summer. I have to say, for someone who joined the Navy for three years, I have exceeded my original expectations more than 10 fold. Without a doubt, I have had a blessed career and I wouldn't change a day of it. While all the plans for the ceremony are still in the works, know that it is still and will always be my absolute greatest honor to serve as your Director. I am, on a daily basis, inspired by your enthusiasm, dedication, and commitment to service.

From my family to yours, have a blessed Holiday Season! Happy Hanukah, Merry Christmas, and Happy Kwanza!

With sincere gratitude,

E. S. Niemyer  
RADM, NC, USN  
Director, Navy Nurse Corps





## Deputy Director Navy Nurse Corps, Reserve Component



The holiday season is a special time of year to celebrate and share the many holiday traditions with your family, friends and loved ones. As we gather for our respective celebrations, I would ask that you remember to keep those shipmates who are standing the watch, both near and far, in your thoughts and prayers.

This is also a time to reflect and express gratitude for all that we have. I sincerely thank all of you for the outstanding work that you do each and every day. Our many accomplishments and successes throughout the year would not have come to fruition without your steadfast dedication and devotion to duty. You are truly exceptional nurses.

I would like to extend my warmest wishes to all of you and your families for a joyous and safe holiday season and all the best in the New Year.

Thank you for your service to the Navy, Navy Medicine and our great Nation. It is an honor to serve with you.



RDML Margaret A. Rykowski, NC, USN



## BUMED Chief of Staff



Fellow Nurse Corps Officers,

Happy Holidays from the Bureau of Medicine and Surgery. As I reflect on 2012, I am reminded of the many blessings, including the opportunity to serve in the world's finest Navy as a Nurse Corps Officer. I am so very grateful to be a member of this community whose mission it is to care for others, from all walks of life, in all types of circumstances, from the mundane to the extreme, throughout life's journey. It is a mission of great significance and we fulfill our mission as team and as a family.

At this time of year, I am reminded how well the Surgeon General's Ship, Shipmate and Self guidance supports our model of caring. We care for our ship (Navy Medicine's force health protection mission), we care for our shipmates (patients, co-workers, family and friends) and we must also care for ourselves. During this season, please take an extra minute to pay tribute through prayer or deed to those far from home and in harm's way. Closer to home, be mindful of those who may need an offered hand or a warm comforting embrace. And finally, despite the hustle and bustle the season offers, I hope that each of you takes the time to purposefully nurture yourself during this holiday season through quiet reflection and / or time spent with family and friends.

I am grateful and proud to be a member of the Navy Nurse Corps' family. From the BUMED offices in Falls Church, VA to my Shipmates worldwide, I wish you a joyous and peaceful holiday season and prosperous New Year.



R. J. McCormick-Boyle  
RDML, SHCE, USN  
Chief of Staff (MO9B)  
Bureau of Medicine and Surgery







## Deputy Director Navy Nurse Corps, Active Component



The holidays are generally a time filled with festivities, good cheer and even better food. Many will be taking extra time over the holiday to focus on family and friends. But as we also know, the care of our beneficiaries is a 24/7 operation, and there is a need to have the continued manning both in our deployed settings and our military treatment facilities. For those manning the deck plates during this holiday season, my warmest “Thank You” for your service.

Please ensure that over this holiday period, take time to relax, relate and release. This is the time to catch up with old friends, stop and have a cup of tea or coffee and catch up on latest. Spend time reconnecting with those close to you. Also, with the New Year just around the corner, take time to think about lies ahead in the coming year.

I am grateful every day for the compassionate and hard working staff within our organization. I hope this holiday season brings lots of happiness to your life and that of your family. As it is said, “live every day like it is a holiday” being thankful for the precious time that has been given to you to spend it with loved ones and friends. I wish you a happy holiday.



CAPT Sarah L. Martin, NC, USN



## Happy Holidays from BUMED Nurse Corps



Nurse Corps Leadership Team from Left to Right: CDR Lord, CDR Morrison, CAPT Martin, CAPT Diggs, CDR Brown, RDML McCormick-Boyle, RADM Niemyer, CAPT Manary, CAPT Houser, CDR Fridley, CAPT Evans, CDR Hosea, LT Uhlman





## USNH Rota on Target with Career Development Boards



The Standard Operating Procedure (SOP) for the Navy Nurse Corps (NC) Career Development Boards (CDBs) is complete, and is now being implemented across the Nurse Corps enterprise. But here at U.S. Naval Hospital (USNH) Rota, CDBs are in full swing, and have been for almost a year!

The Career Development Board program is a product of the 2012 Navy NC Clinical and Professional Excellence Goal Team. CAPT Constance Worline, the Director of Nursing Services and Senior Nurse Executive here at USNH Rota, was a member of this team, and had this to say, *“As a member of the Navy Nurse Corps Goal Team, we developed a Career Development Board process, to include forms, evaluations and a SOP that standardized the management and guidance of this very important program across the entire Nurse Corps enterprise.”* A Career Development Board link has just recently been added to the Navy Nurse Corps Homepage on Navy Knowledge Online (NKO), so that every nurse (Active and Reserve) has the guidance published for them and for their leadership, so that each nurse gets that individualized guidance to help them take a more active role in managing their career. *“It’s a wonderful program, and I am very excited to see it moving forward for all nurses.”*

CDBs are simple and informal meetings between junior and senior nurses; they are very personal, and can be tailored to meet the career goals of the participating individual. For example, a Family Nurse Practitioner may be selected as a board member for a junior nurse who is interested in pursuing that specialty. To facilitate this, board members are given a packet in advance containing the officer’s military records, curriculum vitae, long and short term goals. Some topics discussed during a CDB include, but are not limited to, promotion boards, DUINS programs, record review and management, deployments and leadership opportunities. Per the SOP, all O-4 and below Nurse Corps Officers will partake in at least one board while on station; nurses O-5 and above will be highly encouraged to do the same.

USNH Rota is just one of a handful of other military treatment facilities that already had an active CDB program. Here at USNH Rota, every nurse checking into the Command, O-1 through O-6, is given a pamphlet that details the goals and advantages of having a board. Since mandatory boards began in August, coordinators CDR Susan Malioneck and LTJG Alaina Downey have made 100% contact with all new nurses within one month of reporting and all have participated in a CDB within the six month time frame. Feedback from nurses who have sat for a board has been positive. LT Tsion Williams, newly assigned to USNH Rota, had this to say about her CDB: *“The board members provided great insight on records management, duty station selection process, talking to detailers, and overall career progression. I especially like that they were able to review my PSR and OSR prior to the board convening which allowed them to give me individualized pertinent information.”* Several nurses of all ranks were very grateful for the opportunity to learn how to analyze their own Officer Summary Report (OSR) and to update their records to reflect new degrees and certifications earned.

Not only is the junior nursing population gushing about the Career Development Boards, but the senior Nurse Corps Officers at USNH Rota are enthused as well. CDR Gayle Walker, Medical Home Clinic Manager says, *“I think this is a great avenue to get career input from a different perspective (and) from nurses outside of your Chain of Command.”* CAPT Constance Worline, *“This has been a great program, and one I think that every Corps would benefit from.”*

The NC CDB Instruction is posted on the Navy Nurse Corps NKO homepage. There you can find profile sheets, evaluation forms and a very resourceful “career development toolbox.” In the near future, BUMED SharePoint will be available as well, as a tracking tool for every MTF and clinic to monitor their CDB completion rates.

CAPT Constance Worline, NC, USN

CDR Susan Malioneck, NC, USN

LTJG Alaina Downey, NC, USN



# Bravo Zulu!



## Certifications

LCDR Cassandra Leate at Naval Medical Center Portsmouth who passed her Adult Health Clinical Nurse Specialist [ACNS-BC] certification exam.

LCDR Jill Skeet at Naval Medical Center San Diego who passed her Perioperative Nursing [CNOR] certification exam.

LCDR Anthony Yarbrough at Branch Health Clinic Naval Base San Diego who passed his Medical-Surgical Nursing [RN-BC] certification exam.

Maj Karen Larry and Capt Rhys Woodall, USAF, at Naval Hospital Okinawa who passed their Neonatal-Pediatric Transport [C-NPT] certification exams.

Capt Monique Battle, Capt Edita Dungca, Capt Rebekah Carlisle, and 1st Lt Sharina Galindo, USAF, at Naval Hospital Okinawa who passed their Neonatal Intensive Care Nursing [RNC-NIC] certification exams.

LT Candice Cline and LTJG Kerry Lakin at Naval Hospital Yokosuka who passed their Critical Care Nursing [CCRN] certification exams.

LT Joanna Canning and LTJG Rachel Ingram at Naval Hospital Naples who passed their Inpatient Obstetric Nursing [RNC-OB] certification exams.

LT Dave Myers at Naval Hospital Rota who passed his Ambulatory Care Nursing [RN-BC] certification exam.

## Education (non-DUINS)

LTJG Shannon Evans at Naval Health Clinic Cherry Point who earned her Master of Science in Health Care Administration with a concentration in Nursing Informatics from University of Phoenix.

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